



CONVOY DISPATCH



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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

National Right to Vote Petition Drive Launched

After working for years for better contracts and better local unions, Teamster members at the October 5-6 TDU Rank and File Convention voted overwhelmingly to launch a national petition drive for the *right to vote* for

all of our International Officers. The goal is democratic accountability from the leaders who negotiate our national contracts, control our grievance committees and pension plans, and tie the hands of our best local officers.

With the Teamsters International Convention scheduled for next May 19-23 in Las Vegas, now is the time for Teamsters across North America in every craft and local to speak together for a more effective, democratic union.

"Can we do it?" TDU Co-Chair Doug Allan asked the TDU Convention. Those present from coast to coast roared back, "Yes we can!" Brother Allan returned home and immediately posted a notice in barns in Los Angeles Local 208, where he is a trustee, announcing his intention to introduce a motion at the next local union meeting putting the local on record in support of the right to vote and the petition drive.

All Teamster members are eligible to both sign and circulate the petition. It states the signers are "in support of the principle of the right to vote for IBT president and International officers on a basis of one member, one vote." And it authorizes the presentation of the petitions to the federal courts and the U.S. Department of Labor, as well as the IBT Convention.

The petition campaign is just getting underway but already reports are very favorable. See page 9 for an interview with a member of Ohio Local 20 who has signed up most of her 400 co-workers at a candy factory.

"At this point we need one thing—Teamsters willing to pitch in and help sign up their fellow members behind what we can all agree on," commented Jerry Simon, Local 20 UPS driver and new member of the TDU Steering Committee. Interested members should contact the TDU office immediately at (313) 842-2600.

All Teamsters are affected by the actions of our International Union officers, and all Teamsters can join in this campaign. You don't need to be a TDU member. The petitions will each be numbered and should be returned to the local distributor or to the national address printed on them. The campaign is expected to draw wide support, including from a number of local union officers.

The petition drive is only one part of the campaign for a more democratic International Union, but a very important part. Attorney Arthur Fox is also working on preparations for legal action against the U.S. Department of Labor for their refusal to enforce the federal law regarding the election of delegates to the IBT Convention. And proposals will also be taken to the Convention concerning majority rule on contracts, organizing the unorganized, and other important measures.

Tenth Annual TDU Convention a Success

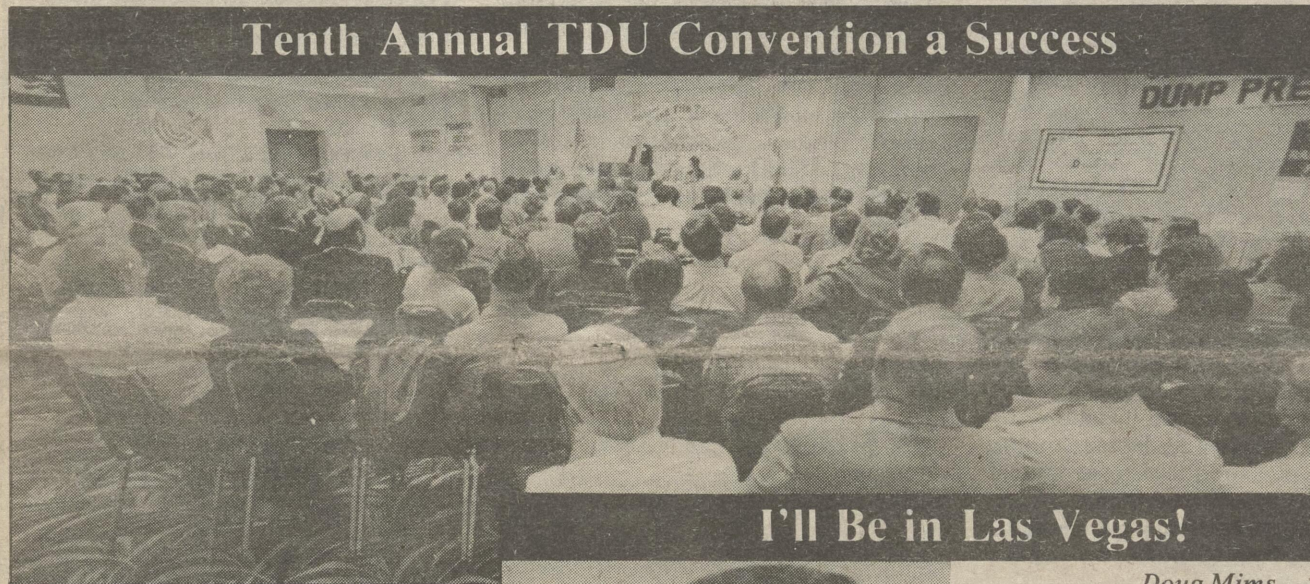


Photo by Bob Gumpert

TDUers Win Bylaws Suit

On September 25, the U.S. Court of Appeals in Chicago handed rank and file Teamsters a major victory concerning their right to vote on proposed bylaws amendments or other important union business. 14,000 member Local 710 was ordered to hold an election on the issue of elected stewards, and give all members an equal chance to vote.

The fight for elected stewards began over two years ago when a change in the bylaws on electing stewards was presented to the Local 710 executive board. Since Local 710 covers Teamsters in Iowa, Illinois, Indiana and as far away as Texas, a petition was also presented asking for the right to have a mail-in ballot. The request was denied and, consequently, thousands of Teamsters were denied the right to vote on the bylaw change because they couldn't travel the long distance to vote at the hall in Chicago.

Internal union charges were filed, dismissed, and the case wound its way through the courts with the Federal Court of appeals finally ruling

continued on page 4

I'll Be in Las Vegas!



photo by Bob Gumpert

Doug Mims
Consolidated Freightways
TDU Steering Committee
Local 728, Atlanta Georgia

I am not going to miss being at the IBT Convention on May 19-23 in Las Vegas, Nevada. In fact, the only way that I'd miss it is if I was dead.

We've got to show the union and the whole country that we represent the feelings of the majority of working Teamsters. To do that we need you in Las Vegas, if not in body in spirit. Get those petitions out, spread the word, and encourage others to support us by joining TDU. Once every five years we have this chance. Let's use it.

Yes, I'll Sign the Petition!

Use this form to get Right to Vote petitions, a brochure explaining the Right to Vote Campaign, and to receive special newsletters providing updates on our progress.

Yes, I'd like _____ copies of the petition and brochure. Please send them to:

Name _____ Phone #() _____

Address _____

City _____ State _____ Zip _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210



From the Members

Hand Crushed by Jifflox Dolly

I am a road driver for Roadway Express in Indianapolis, Indiana. Last March my left hand was severely crushed by a Jifflox converter. When hooking the Jifflox to my lead trailer the tongue shot up in the air like a cannon. I sustained open fractures (bones came through the top of my hand).

Since the accident occurred it is my understanding that a training film has been shown stressing the ease with which one person can safely handle 4,000 pounds of steel on wheels. Also, a memo has appeared on our bulletin board stating that the Jiffloxs are being retro-fitted with lift handles, and the "Bertha the killer" safety bulletin has been posted.

This is all real nice, but I don't believe a memo has been posted that tells the gross weight of the converter, nor has anyone attempted to describe what it feels like to have the bones shoved out of the back of your hand.

I am suing TODCO (Jifflox) for negligence and liability because they have manufactured and sold a device that was defectively manufactured and designed.

I have asked my business agent if he could help me round up facts and figures concerning injuries sustained by Jifflox users, and he told me that this information is best kept secret. I'm sure it is, but concerned people have the ability to bring secrets out of the closet.

When this gets to court I think that TODCO is going to use the argument that there are so many drops and hooks made with what they'll call a negligible number of injuries. This isn't true, but I'll need help to prove it.

I'm appealing for help that TDU or anyone can give me to establish the fact that "Bertha the killer" is mishandling us instead of the oppo-

site. Any information forwarded to TDU would be a huge help on this matter.

Also, every time I've read the *Convoy Dispatch* I've thought about joining next week. TDU is doing a very good job of letting us know about issues that we as Teamsters have a right and need to know. As of now I'm going on record as a TDU member. I strongly urge all Teamsters who are thinking about joining next week or tomorrow to do it now. It's human nature to put things off until tomorrow, but today is yesterday's tomorrow.

Jim Wadsworth
Local 135
Indianapolis, Indiana

Definition of a Dissident

Editors' Note: After Presser's first contract settlement for 25,000 Teamster car haulers was rejected by 81%, the employers circulated nationally a letter written by Brendan Kaiser, Secretary Treasurer of Local 579, which became a primary employer tool. We have received several excellent responses to Kaiser's letter, and here we reprint the conclusion of one of the best.

I am not a member of TDU, but after reading your letter I plan to join. My terminal manager has spent so much time downgrading the organization that I feel there must be something good about it. I think everyone should find out why the companies are spending so much time against TDU. What do they have to gain? I think I have my answer.

In closing, you called the people who disagreed with you "dissidents." I'd like to remind you that the Polish government calls Lech Walesa a dissident. We call him a Nobel Peace Prize winner. The British called the people who signed the Declaration of Independence dissidents. We called

them founding fathers. Two thousand years ago the Pharisees called Jesus Christ a dissident. We call him Son of God. So I guess it all depends on which side you're on, doesn't it?

Paul Desrosiers
Local 326
Wilmington, Delaware

Feels Part of the Union

I'd like to pass along thanks to our president of Local 557, Herb Short. Although not a member of TDU himself, he has defended my right to post materials at our barn, including TDU literature. He has also opened up our union hall, granting access to parts previously locked behind closed doors, which I used to refer to as the "inner sanctum." Also, brother Short, along with a few others, has worked on weekends to paint and clean up the union hall to make it more presentable. You can now go talk to your BA without a whole lot of questions being asked. When I, as steward, enter the building, I feel I am part of the union, rather than being an intruder as before.

Louis Reuter
Local 557
Baltimore, Maryland

TDU is There When Needed

TDU is there when you need it. When the Teamsters and the company mutually agree to collusive tactics against the rights of workers, I find no other organization will support my cause but TDU. I wish the members of the IBT would open their eyes and examine why IBT lawyers work to defend Teamster locals against the members and TDU lawyers work to defend the members against the IBT and the companies.

Ned Lynch
Local 404
Springfield, Massachusetts

TDU
10 Years
and
Going Strong

Book Commemorates Ten Years of TDU Growth

A new booklet by TDU, titled *TDU — Ten Years and Growing Strong*, commemorates ten years of TDU history. Featured are over 60 photographs that tell the story of TDU — the events that led to its creation, and the people and victories that have made TDU one of the most outstanding organizations in today's labor movement.

Join in the celebration of TDU's 10th birthday. \$10.00 per copy.

☐ YES, I'd like _____ copies of *TDU — Ten Years and Growing Strong*. Enclosed is my check for _____ made out to TDU.

Name _____

Address _____

City _____ State _____ Zip _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210

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Pete Camarata, #299
Linda Gregg, #435
Maralee Smith, #142

Organizer:
Ken Paff, #407

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Cliff Coonley, #600
Mike Friedman, #407

Members:
Emil Abate, #853
John Braxton, #623
Archie Cook, #705
Manuel Diaz, #679
Edward Hernandez, #707
Doug Mims, #728
Mike Savoir, #41
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Pete Sercombe, #150
Jerry Simon, #20
Jesse Mize, #688

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

In Response to Drivers' Concerns

TDU Kicks Off Petition Campaign on Jifflox

In response to our articles on Jifflox TDU has received letters from many drivers injured by these converter dollies. These are some of the comments that have been voiced:

A city driver from Texas writes: "I was injured by the Jifflox while attempting to hook a set of doubles, as there is no locking of the tongue stand in a down position, the tongue went to the ground. I lifted it alone (no one else was there) and hooked it onto the front trailer. I received an ingenua hernia and a complete body strain which after 12 months still keeps me from working."

A Georgia driver wrote of having the Jifflox stand collapse after he had moved the dolly off the front trailer. As a result two of his toes were crushed. He described the safety of the Jifflox this way: "There is none. It is an accident waiting for a place to happen."

Another Georgia driver writes: "Many drivers have had injuries and some have even had to undergo surgery due to being forced to switch the converter without assistance....I feel steps should be taken to correct the situation."

A driver from Indiana wrote of having his "hand severely crushed by a Jifflox converter when hooking the Jifflox to the lead trailer the tongue shot up in the air like a cannon. I

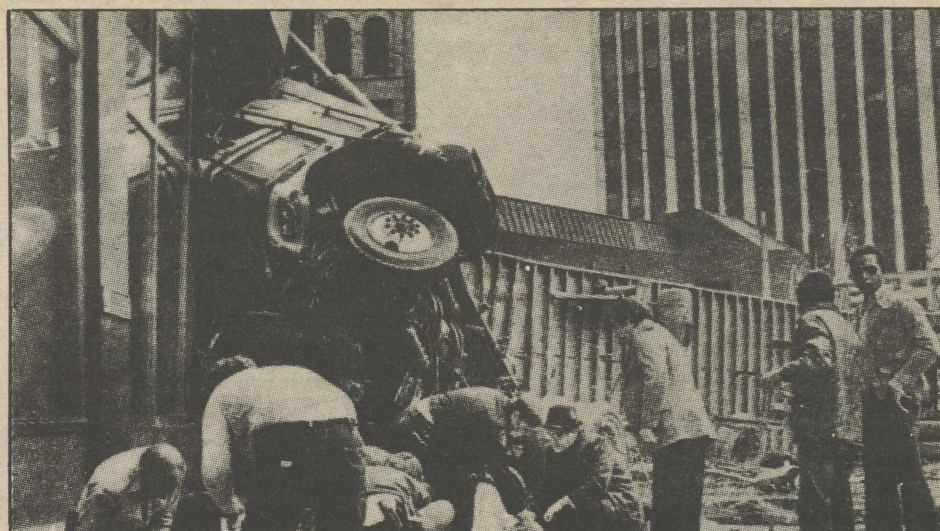
sustained open fractures....." See letter, page 2.

A driver from Illinois who has worked with the Jifflox for over 20 years, states; "My opinion is that these things should be outlawed not only for the drivers sake but for the motoring public as well."

TDU agrees that the Jifflox are a national problem. We have learned that the National Highway Traffic Safety Administration (NHTSA), the government agency which is empowered to order automobile and truck recall, is investigating the Jifflox. We believe that both the IBT and the government must take prompt action on this problem before more drivers are severely injured. To that end we are pursuing a petition that will be circulated nationwide at Roadway Express and Ryder/PIE, the two largest carriers using the Jifflox.

The petition will state that it is the drivers' belief that the Jifflox in its present form is too dangerous to be handled by one driver, and that because of this its use should either be stopped, revamped or it should be drastically redesigned. A copy of the petition will be presented to both the IBT and NHTSA and OSHA.

Drivers and other employees who work with the Jifflox can get copies of the petition by writing the TDU office.



Most accidents aren't this serious, but even the smallest can result in loss of your job, or worse. Know how to protect yourself.

Accident Investigation Checklist:

What You Should Do After an Accident

Bruce Goodman of the Chicago law firm of Steinberg, Polacek and Goodman recently presented an Accident Investigation List to the Road Driver Safety and Health Workshop at the TDU Convention. We incorporate his remarks here with further advice for the driver involved in an accident.

The key to acting correctly following an accident is to gather as much information as you can and give as little as possible. In addition make sure to follow these steps if possible:

1. Always carry a camera, pen and pad. Get the name, address and license number of every person who saw the accident, and also others at the accident scene. Take photos of your vehicle and the other vehicles involved — both the damaged and undamaged parts. Also take photos of the accident location, road conditions, any skid marks or landmarks.

2. Follow all requirements set by DOT and state regulations to prevent a further accident. Contact the police and your company. Do not leave the scene of the accident without getting permission from your employer. Show your license, and give yours and your company's name and address to any party requesting it.

3. When the police arrive you must give them the information outlined above, but just as in any other situation where you might be charged with criminal conduct, you have the right to remain silent. Do not admit fault or plead guilty to any violation.

4. Gathering evidence: You should write down the name of the manufacturer, distributor and maintenance contractor of your vehicle. Write down the truck serial number, and the numbers of any parts that may be involved. Take photos of parts that you feel are defective, and if possible, keep any that were broken off during the accident. When the vehicle is repaired take pictures of the work done and save any parts that were damaged.

5. After the accident you should keep the policy of remaining silent, even with medical personnel. Do not give

detailed statements to insurance representatives, except for your own. Even then, be careful. Get names and phone numbers of anyone calling you regarding the accident and ask them who they represent.

If you are injured, keep a daily diary of all medications given to you, doctors' visits, your feelings and physical limitations. You may be able to bring suit against the manufacturer of the truck or a component part. You may also be able to bring negligence action against the maintenance company alleging that they failed to keep the truck in working order. In some cases you may have the option of suing your employer if they had knowledge of the truck defect.

Goodman also stressed that if you are looking for a lawyer be sure to find one that specializes in workers' compensation or personal injury law. Only deal with lawyers with substantial trial experience, and be wary of any promising a quick settlement. For a copy of the full accident checklist, please contact the TDU office.

Legal Briefs

Union's Right to "Information Campaign" Upheld.

Pending approval from the NLRB in Washington, a settlement has been reached between the NLRB and United Food and Commercial Workers Local P-9 in Minnesota that will allow the local to continue informational picketing of First Bank, a principal stockholder in Hormel Corporation. The legal victory is a major boost to P-9's ongoing campaign to get Hormel to rescind a 23% wage cut it has imposed on the workers.

The 1,500 P-9 members initiated the campaign to put pressure on the financial backers at Hormel, a tactic that is called "following the money" and that was effective in getting J.P. Stevens to bargain with the Amalgamated Clothing and Textile Workers after a 17 year organizing battle.

Hormel contended in charges filed with the NLRB that First Bank was an innocent bystander, and that P-9 was conducting a secondary boycott which has been illegal under the National Labor Relations Act (NLRA) since the passage of the Taft-Hartley Act in 1947. The company quickly obtained an injunction against the union (in only 11 days, showing how quickly the NLRB can move to help an employer), but P-9 attorneys argued that a broad injunction violated the members' free speech rights. Language in the NLRA says that rules against secondary boycotts cannot restrict workers' rights to free speech.

At a subsequent hearing on the injunction the judge asked the NLRB how the picketing could be stopped and the members still allowed to exercise their free speech rights. When they were unable to answer he ordered the two sides to settle the issue. Four busloads of P-9 members waited during the five hour negotiations for the conclusion—P-9 agreed to limit the number of strikers distributing literature at First Bank offices to four, but would be able to continue their pressure campaign. The local was also freed from any admission that they had done anything wrong.

The union now plans to expand its campaign to leaflet supermarkets and other Hormel outlets.

Washington Office



This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Court Hits Local 710 on Elected Stewards Change

TDUers Win Fair Bylaws Vote

continued from page 1

that the democratic rights of the membership in Local 710 were being denied. This precedent setting decision states that the union's policy of requiring members to vote in Chicago is similar to a poll tax being imposed on those who live large distances from Chicago. The court noted those members would have to pay for transportation, lodging and meal costs (not to mention the loss of leisure or work

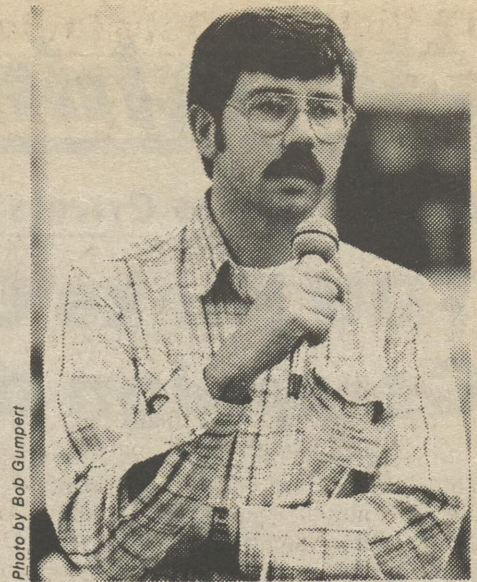
time) in order to exercise their right to vote on the bylaws.

This was another important precedent won by TDU to benefit all Teamsters. It could be used in other locals that cover large geographic areas and require members to travel to a central union meeting to vote on important matters. It may also be useful in locals with large numbers of road drivers or others who are effectively denied the right to vote on such matters.

Now Local 710 members will have the right to vote on elected stewards, including a mail ballot. Jim Wardell, a plaintiff in the case and a UPS employee from Galesburg, Illinois said, "This could certainly loosen Bill

Joyce's grip over the local. It's a real hammer for the rank and file, but it's up to the rank and file to use it. Joyce says it's too expensive to give us ballots. But, I'd like to remind him that democracy isn't cheap. It wasn't cheap for me to go to Chicago to support elected stewards, and it's certainly not cheap to pay Joyce's salary of over \$200,000."

Other plaintiffs in the case are TDUers Bob McGinnis, Joe Kouba and Jackie Pressley. Attorney Tom Geoghegan reports that Local 710 is expected to appeal to the Supreme Court, but that this should only delay the effect of the decision about another two months.



Jim Wardell, Local 710, Galesburg, Ill., and other plaintiffs were successful in winning a fair bylaws' vote.

Short Takes

All quiet on the dock. Oliver Wendell Holmes would be spinning in his grave if he could see some of the extreme abuses the new drug testing provisions on the freight contract. For example, CF has taken the drug testing to new heights of absurdity at their Pocono terminal. There, they collared a dock worker, dragged him off his job to the clinic for "probable cause." Were his eyes red? Did he bob and weave on the dock? Was he slurring his speech? No way! The company forced him to take the test for "exhibiting character changes." And just what was that character change? The offense was that he talked to his supervisor!!!!

There seems to be an obvious lesson here. Any bets as to how quiet the dock in Pocono's going to be?

Employers Demand Union Contract? And then there is the case of **Los Angeles Teamster Local 420** sweetheart deal covering 400 landscape employees. When they decided to walk away from the contract and abandon representation of the members, the employers sued them! The bosses claimed they had a nice, cheap deal with 420, and since they worked for general contractors who required union labor, their labor costs went up when 420 disappeared from the scene. The court of appeals just agreed, and remanded the case to determine how much Local 420 will have to pay. TDU attorney Ellis Boal reports, "It's the first time I've ever seen a case where an employer was able to enforce a contract on the specific grounds that it was a sweetheart deal."

Mr. Nice Guy at McLean. During the ESOP sign-up period at McLean, Teamsters from Cincinnati report the supervisors are being oh-so-sweet. These are the same ones who have led the nation in harassment, nastiness, unwarranted discipline, and even assaults on employees. "You can see on their faces how much it hurts to be nice," one dock worker reports.

Quiz question. How many of his son-in-laws does Bill Joyce have on the Local 710 payroll, and what are their jobs?

Contract Narrowly Approved

Pilot Breaks from NMFA; 10% Cut

Over the weekend of October 5-6, Teamsters at Pilot Freight voted by a 55% margin to approve a 10% paycut, splitting the big carrier off from the Master Freight Agreement. The nearly 3,000 Teamsters at Pilot worked without a contract since April 1, when their employer pulled out of TMI.

In return for the \$1.38 wage cut,

management offered an Annual Income Protection (AIP) Plan similar to Supplemental Unemployment Benefits (SUB) plans that have been in effect for years for autoworkers, steelworkers and others.

Under the AIP plan, a Teamster currently on the active seniority list (not on layoff) is guaranteed at least

2,040 hours work or wages per year for the life of the contract. There are loopholes, such as time off being counted against you (illness, suspension, leave of absence, acts of God, etc.). Also if you take layoff rather than transfer in a change of operations, you lose out altogether. Likewise if you ever participate in an unauthorized work stoppage.

The signing of this contract makes it clear that these Teamsters are now separate from the NMFA, and part of a single employer bargaining unit. For some members this meant as much as the paycut. "As far as I'm concerned, this undercuts the whole union principle of a uniform contract," one steward told us.

Many large terminals voted the contract down heavily. New Jersey Local 560 voted 108-35 against, and Harrisburg went 165-32 no. In Boston and Worcester, Massachusetts it was nearly unanimous against. Overall the contract narrowly passed, due in a great part to a heavy yes vote at the big Kernersville, NC terminal under Local 391's jurisdiction.

The vote there was nearly 400 in favor to 100 opposed. Local 391 officers worked hard in advance to convince every member to vote yes and turned out laid off members with the prediction of a return to work. Outside Local 391 almost all areas voted by a majority against, though some terminals did vote yes by close margins.

It remains to be seen if anyone will actually benefit from the AIP plan, and the continued willingness of the top IBT leadership to divide up the NMFA was a sorry sight to many Teamsters.

Pilot employees can console themselves that they are better off than their brothers and sisters at Ryder/PIE and other ESOP-bound carriers. They took a 10% cut instead of 15%, and did it by collective bargaining, instead of through individual deals. Also, the cut ends March 27, 1988, just before the contract expiration, unlike ESOPs which lock people in until 1990 in most cases.

Interestingly, TNT also owns Holland Motor which operates in the midwest under the NMFA.

Freight Lines

Southern Conference Gives Away Road Drivers' Pay.

In a mysterious decision yet to be explained, the Southern Conference of Teamsters deadlock committee has robbed thousands of road drivers of their money. Union freight director and International VP (appointed by Presser) Don West reportedly stated, "I don't give a damn about the contract" when asked about the giveaway.

Teamsters under the NMFA in the south now are losing 30 minutes at each VIA point. If you spend 45 minutes there with a drop and hook, for example, you will be paid for 15 minutes. And road men on peddle runs may lose 60 or even 90 minutes pay in one tour of duty, due to multiple VIA stops. There is absolutely no justification in the language of the NMFA or the Southern Conference OTR supplement, old or new. Dozens of members, stewards, and local officers we have spoken with all have two things in common: they are very upset with this ripoff, and they cannot explain how it could be justified.

Don West himself will lose nothing of course, and is currently drawing four union salaries at an annual rate of around \$150,000.

Numerous members have requested TDU to take legal action. We would like to but need more information and details on this matter.

Omaha Teamsters Awarded Backpay.

As soon as the last freight contract was signed, laid off road drivers working at Transcon's Omaha breakbulk facility had their pay cut from \$13.21 to \$11.00 per hour. The drivers affected, who had 8-10 years seniority, were working on the dock, while on layoff, and the company stated that therefore they would be paid the casual rate of pay.

This was a surprising move by Transcon, which is not known for an aggressive stance towards contract language. After the grievance was deadlocked at the local level, TDU members travelled to the J.A.C. hearing in Chicago on September 10 to rectify the situation.

There, capably presented by Local 554 Sec. Treas. Tom McFarland and BA Carl Browning, the grievance was settled and withdrawn at Transcon's request.

It is refreshing to see what a group of rank and file members can do when unified behind their local leadership in overturning an obvious contract violation.

This leaves no question that any members on either board at one domicile who work on another board at the same domicile while on layoff, are not casuals and are entitled to full pay.

We thank TDU for its full support through these times.

Omaha TDU Members

IBT Violating Duty to Bargain

ESOPs: Put the Blame Where it Belongs

Ken Paff
TDU National Organizer

"I told the Teamsters, look I can't afford this contract, and the International Union told me look you're going to be under the national master contract, then you can talk your people into voluntarily paying less."

—Jack Schang, Chairman of the Board, Ryder/PIE Nationwide

Some 88% of the 8,000 Teamsters at Ryder/PIE now get paychecks calling them "owners." Some 74% of McLean Teamsters have signed up for their ESOP and management has extended the time limit to November 1 to try to get the 85% they say they are requiring.

Some Teamsters look down on these brothers and sisters—but they are dead wrong. They are just Teamsters afraid of losing their jobs, worried about an uncertain future, or disgusted at the idea of a new job at 70% of union scale. The blame lies elsewhere, and the chairman of Ryder/PIE can tell you where—the statement

above was made at one of the ESOP sales-meetings in California, and Schang makes it clear that Presser told them to sign the contract, then go about getting a \$2 cut...from the individual members.

The ESOP program has been a great success for management—at dividing up Teamsters, weakening the contract, and making the union totally irrelevant. Just look at the results:

Workers at McLean, Ryder/PIE, Transcon and Halls are divided. Oftentimes it's the strong union-minded Teamsters who have refused on principle to sign up. They won't work below the contract rate even if it means a greater risk that their company will close. Now management is working to isolate them, harass them, and have their fellow workers shun them. The ESOP has proven an excellent divide-the-union plan.

• The ESOP program is sure to spread. ARA-Smiths has announced it will have one ready to present in a month. Can ANR be far behind? Then who?

• Within a month of the Ryder and McLean ESOPs, the IBT signed a contract with TNT-Pilot Freight (covering nearly 3,000 Teamsters) with a 10% cut.

• Now the Teamsters at Preston, Yellow, CF, Carolina, ABF, Roadway, Central Transport and the rest paying full scale feel under the gun. With the competition paying 10%, 12% or 15% under scale, the pressure is on. The contract has been divided less than six months after it was signed.

• Two and a half years from now when the contract comes up, how many Teamsters at the ESOP carriers will believe they own a "piece of the rock" and after all, who could strike against a company they "own?"

Management knows just how to exploit the union's weakness. A McLean executive selling the ESOP in Columbus, Ohio put it like this: "If you quit here today and get a job at Yellow tomorrow, you'll make 70% of scale. Next year 80%, still below the ESOP rate. And the year after that Yellow will have an ESOP, too." And Jackie

Presser has nothing to say in response.

The bottom line is that Jackie Presser and the International Union have sold out 200,000 Teamsters under the NMFA and are trying to escape the blame for it. They signed a contract six months ago and told the companies to go ahead with their individual deals right after it.

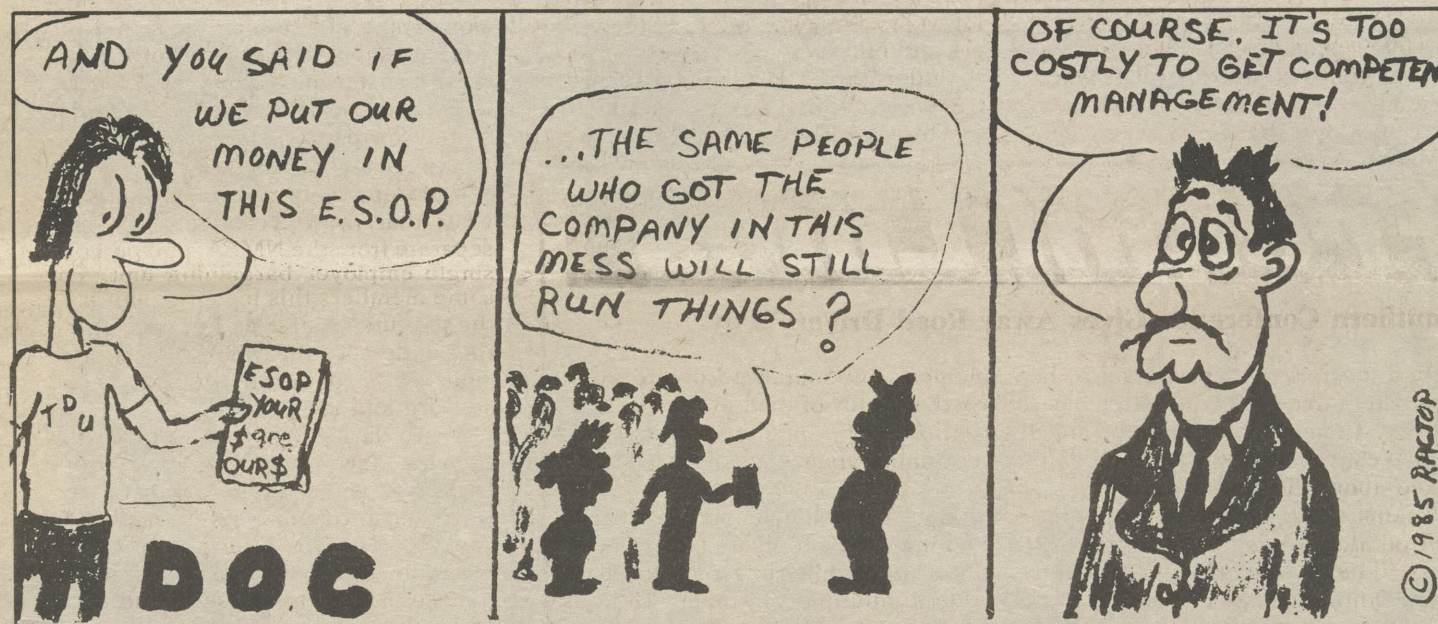
The National Labor Relations Act makes an ESOP a *mandatory subject of bargaining*. The IBT has refused to bargain, violated its duty, and passed it off on individual members. And Article 6 of the NMFA states that any individual agreement made by the employer with an employee shall be null and void.

The entire principle of unionism is that no individual can "bargain" on his/her own with giant corporations like ARA or International Utilities. If we could "bargain" as individuals, what on earth would we need a union for? Certainly not to get the monthly magazines with all the pictures of the round-shaped guy.

Can anyone name one other union in North America that has ever taken this approach to a company proposing an ESOP plan? Is this what we pay dues for?

Is there an answer? You bet there is. But it won't come from individual Teamsters forced to make hard choices with a gun to their heads. It will only come by changing this union's leadership. We might start by passing motions in our locals like this: "This local union calls upon the International Union to end the practice of allowing corporations to bargain with our members individually over ESOPs, and begin to take responsibility for collective bargaining over the job security of our members and the future of our contract."

Most important, we have to unite around the goal of winning the right to vote on our leadership, and win that goal. The IBT Convention is next May. There is no time to lose.



Bakery Teamsters Win Fair Vote Guarantees

TDUer John Carter took legal action against Local 550 after experiencing a "quickie" contract vote in the baking industry in New York City, and won a good settlement with firm guarantees for all future contract votes. The settlement provides that if the contract is voted by shop unit meetings, a complete copy of all contract changes will be distributed by hand to all affected members at least 48 hours prior to the commencement of any ratification meeting.

The agreement also states that any member may direct questions to the officer running the meeting and have the right to make comments on the proposal. Similar protections were won for mail ballots. Congratulations to brother Carter and attorney Arthur Schwartz, who works with TDU in the New York area.

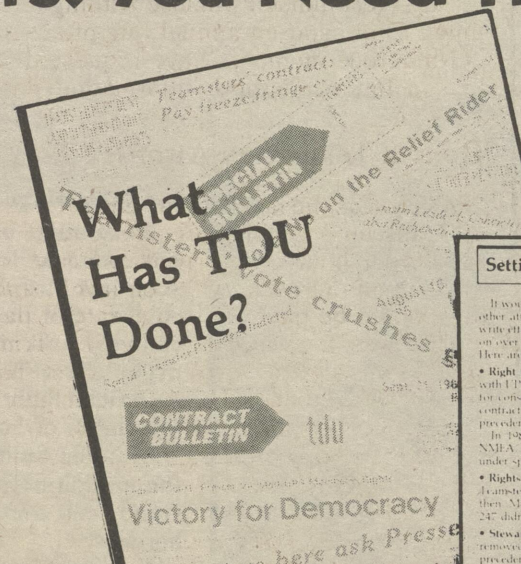
Join TDU!

TDU Recruiters: You Need This Pamphlet

A new pamphlet published by Teamsters for a Democratic Union should be a tremendous help to TDU recruiters. *What Has TDU Done?* answers one of the most commonly asked questions, and is an impressive list of TDU's many accomplishments.

After reading the pamphlet Detroit TDUer Gary Wade commented, "This is exactly what I need to hand out to people I think will join up but need a little extra convincing. It sets out clearly many of the things that TDU has already done for all Teamsters in the areas of legal action, reform, contracts and others."

Order a number of copies today to have on hand to use in your efforts to recruit new members to TDU. Prices are 50¢ each; 40¢ for ten or more.



Setting Precedents Through Legal Action

It would not be possible to list all the examples of and that the TDU Washington office and other attorneys in the national TDU Legal Network have given to Teamsters. For helping with effective grievances, its winning a member's job back, its taking the International Union on over the terms of a contract vote, the list of TDU's legal accomplishments grows daily. Here are some examples:

• **Right to Fair Contract Votes.** When Jackie Presser negotiated a secret contract extension with UTS in 1984, TDU went to court to protect all Teamsters' right to a fair vote with time for consideration of the contract. The federal court agreed. Avoided Presser's sneak attack contract vote, and ordered a second balloting. The *Rainier* case establishes a precedent for years to come.

• **In 1985,** we went to court again when Presser denied casuals the right to vote on the NMFA. The court signed an order saying that they would be permitted to vote in the future under specific guidelines. Another precedent set by TDU legal action.

• **Rights as a Union Member.** In 1977, TDUer Pete Camarata was expelled from the Teamsters. The exact same day he won a federal court. No TDUer has been expelled since then. Most Teamsters take the right to have a union meeting for granted, but TDUer Local 247 didn't hold one for 25 years until TDU went to court in 1982 and won that right.

• **Stewards Rights.** Ask Brian Macrina, an elected steward in Pacific Northwest. All stewards removed from his position for criticizing union officials until TDU won that case and another precedent.

Name _____

Address _____

City _____

State _____

Zip _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210



Anniversary celebration. Above, Lester Williams, retired Cleveland Local 407 member, comments on the rank and file movements that came before TDU. Right, banquet emcees Gail Sullivan and Mike Friedman introduced the many speakers on the history of TDU. Following the presentation, those present pledged nearly \$15,000 to help support TDU in the coming year.

Convention Cele

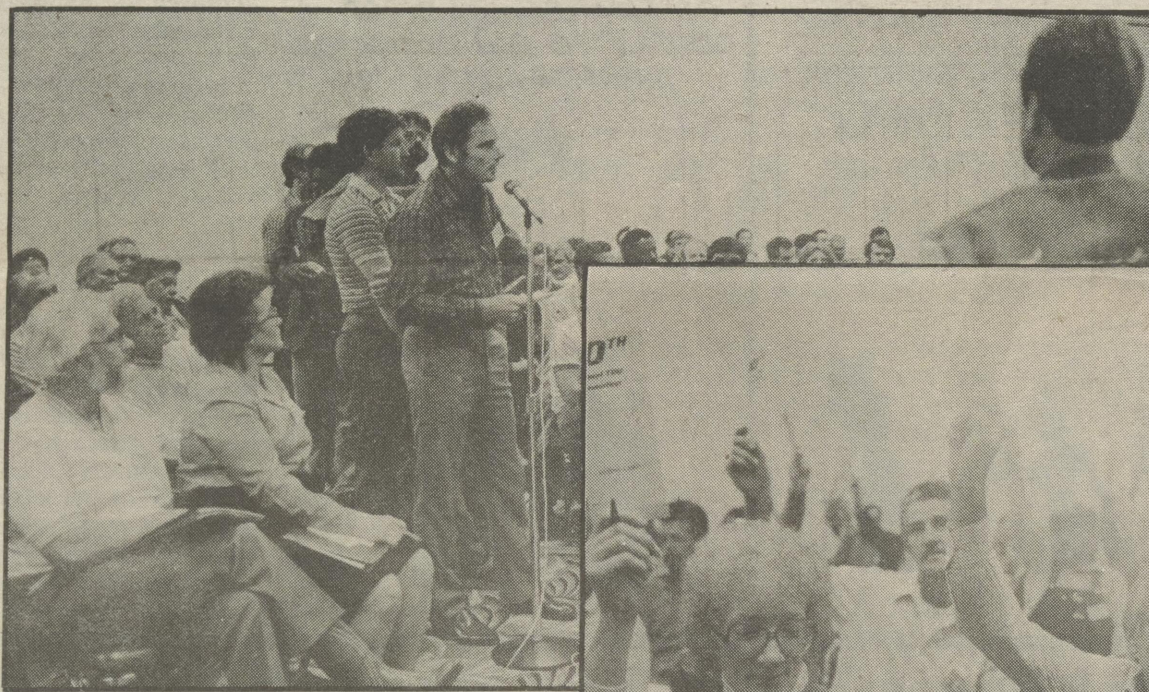


Tenth Annual Rank & File
On October 5-6 over 450 Teamsters from all over the country to be in Chicago for the TDU Convention, and to discuss how democratic unionism is a must for every union. As Local 550 TDUU, I attended the Chicago convention- Great! The only thing I'd like to say as a few days is not enough. Stay tuned for help to bring Teamsters!"

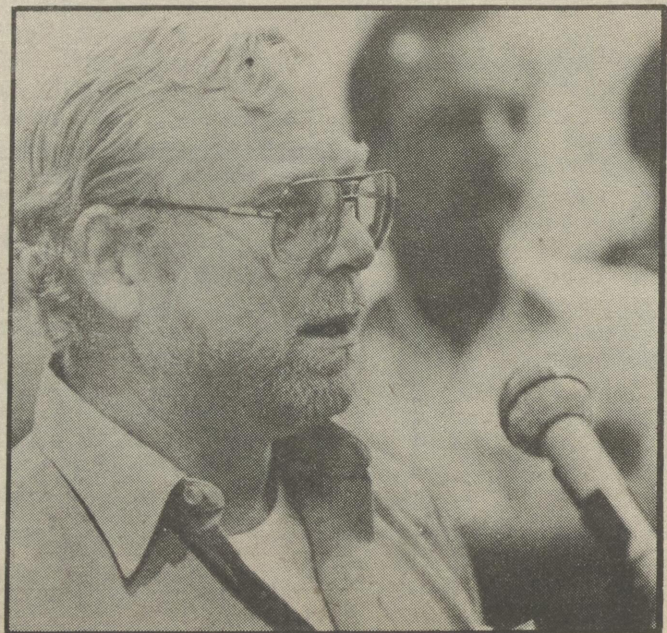
The time passed quickly. A national resolution was accomplished. A national constitution was adopted, workshops on Education, Health, and Safety were conducted and a Steering Committee was elected.

For those not able to make it, stay tuned for the date and location of the next year.

All photos on this page by Bob Gumpert



TDU Grows. Below, Nashville Local 327 member George Beam represented one of the eight new chapters welcomed at the convention.



Resolution on South Africa. The TDU Convention discussed and passed a motion stating that "...TDU supports the right of free trade unionism in South Africa, and those struggling to achieve it, and TDU calls for an end to the system of apartheid, and TDU urges the IBT leadership to join with others in the American labor movement in taking a positive stand on the rights of South African unionists and citizens."

Maralee Smith of Gary, Indiana Local 142 in making the motion noted that most unions have taken a similar stand, and that we believe that labor solidarity has no borders.

A second motion was also passed urging Teamsters to join in labor rallies against apartheid, and saluting those unions which have refused to handle South African cargo.

Several Teamster locals have already taken similar stands and hopefully more will in the near future.

Solidarity. Gloria Betancourt, Local 100 member on strike against union bus company in Watsonville Canning in California, addresses the TDU Convention. She was chosen by fellow strikers to attend the convention and took home a collection of over \$1,000. That's solidarity!

The strike of 2,000 Teamsters against two employers is still on, with the rank and file organizing to win. One indication of the strike is that Betancourt was arrested two weeks after the convention, allegedly for harassing scabs. She is one of the unionists who have been charged with alleged crimes, as the employers insist who to arrest. See article page 8.



celebrates TDU Anniversary

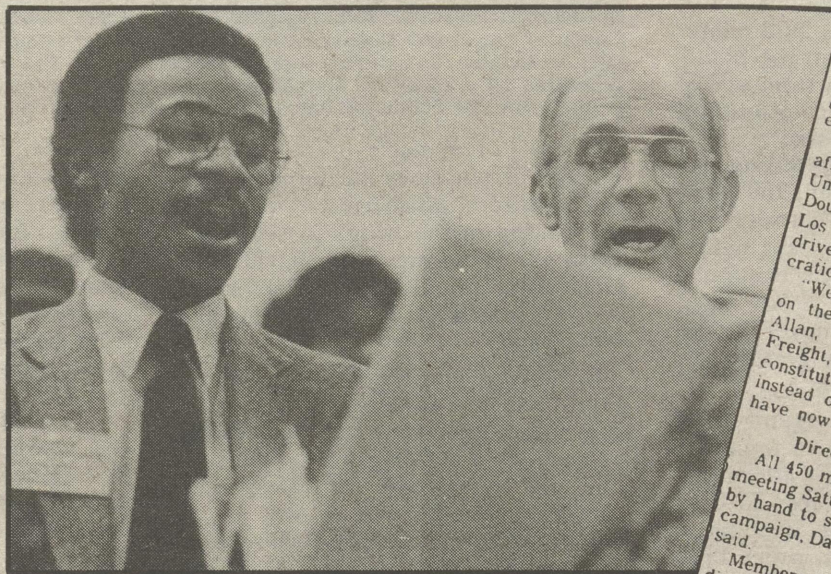
Rank & File Convention a Success.

Over 450 Teamsters traveled from all over the country to be in Chicago to take part in the convention and to show that the spirit of Teamsterism is alive and growing in our ranks. TDUer John Carter said, "On the convention—it was Great! Great! I'd like to have more time to talk about it. Thanks to those who came to bring the pride back to the rank and file."

At the convention, a great deal was accomplished. A national petition drive was launched on ESOPs and other subjects, and a new TDU International was elected to lead TDU. To make it this year, don't miss the special issue of **Convoy Dispatch** for the anniversary of the 1986 convention.

Court, Local 912 union busting by in California, convention. She was to attend, and of over \$1,000.

Teamsters against with the rank and indication of the was arrested two n, allegedly for one of many n charged with employers instruct page 8.



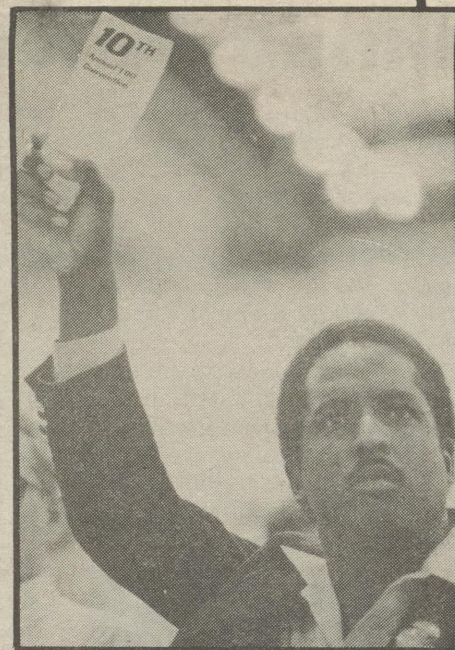
Union Spirit. Teamsters singing Solidarity Forever, anthem of the American labor movement.



Democratic Participation. From the workshops to the general sessions and election of new leadership it's all about participation. We practice what we preach: democracy.



New Leadership Elected Democratically. Four new members were elected to the TDU International Steering Committee, joining 11 incumbents who were reelected to lead the rank and file movement for the coming year. New members are, from top clockwise: Archie Cook, Chicago Local 705, Scot Lad Foods driver; Mike Saywoir, Kansas City Local 41 and feeder driver for UPS; and Edward Hernandez, Yellow Freight, Local 707 in New York City. Doug Mims, Local 728, Atlanta, was also newly elected to the ISC, and appears on this month's front page.



Dissidents To Seek Vote For Teamster Members

CHICAGO (AP) — Amid a chorus of songs, speeches, and jibes at the current leaders, a group of dissident Teamsters began a national campaign during the weekend to give the general membership the right to elect Teamster officers.

"Anything we do I think is going to affect the labor movement in the United States from here on in," said Doug Allan, a trustee of Local 208 in Los Angeles, who is organizing the drive for the Teamsters for a Democratic Union.

"We hope to have our petition drive on the street by next week," Mr. Allan, a truck driver for Yellow Freight, said. "We want to amend the constitution so that the members vote instead of the delegate system we have now."

Direct Ballot Campaign

All 450 members attending a TDU meeting Saturday voted unanimously by hand to support the direct ballot campaign, David Pratt, a spokesman, said.

Members of the union have never directly elected the international's president and other officers, Nick Salvatore, a union historian, said.

Before 1966, union members elected delegates to the national convention, who in turn elected the union's officers, Mr. Salvatore said. Currently, 90 per cent of the delegates are local union officers who are not required to vote as instructed by their members.

Mr. Allan said he and other TDU members hope to collect 500,000 signatures by May, when the Teamsters International is scheduled to meet in Las Vegas, Nev.

The union has more than 1.9 million members. Officials said about 8,000 of those are TDU members.

Notes Enthusiasm

"I'm a dreamer. But I don't think I was optimistic enough when I said I thought we would have 500,000 signatures by the time of the international convention. With the enthusiasm I saw here, I think we'll have more," Mr. Allan said yesterday.

"We want to show union officers that we're willing to get out the vote," Mr. Allan said. "We feel that the rank and file are so fed up with Jackie Presser [the Teamsters president] that we'll have no trouble getting people to sign."

Green Giant, Other Companies Await Outcome

Watsonville Strikers Battle Unionbusters

Watsonville, California, a town of 21,000 people set in the rural Pajaro Valley between Monterey and San Jose, has been a labor battleground for the past six weeks. 2,000 Teamsters, mainly Latino women, are on strike against Watsonville Canning and Richard Shaw, Inc. the largest frozen food plants in Watsonville. They provide frozen vegetables which are sold under many labels, including Safeway, Kroger, Birdseye and many others.

On October 6, 800 supporters from throughout northern California joined 2,000 strikers in the streets of Watsonville for a show of solidarity and strength, sponsored by TDU along with the local community, United Farworkers Union, and labor and community groups from throughout the region. That same day, Gloria Betancourt, recently elected to the rank and file strike committee, addressed the TDU Convention in Chicago and took home over \$1,000 collected there to help the strikers.

The strikers are taking on the entire power structure of the town, including the plant owners, the courts, the police and (unfortunately) the leadership of their own Local 912. But the workers are holding their own and building broad labor and community

support.

The employers are out to bust the union, with takeaways of 35% wage cuts, two-tier wages, elimination of union shop, the virtual elimination of vacations and sick days, and more. They are also trying to run the plants with 300 scabs bussed in from out of town. When the city council offered to mediate, the owners refused.

The strikers are holding strong and are starting to deal with the scab problem by going to surrounding towns and talking to the scabs before they get on the busses. This, combined with pressure from the picket lines, has caused a heavy turnover in the scab force, which is only getting out 10% of normal production.

The strikers are also organized to bring in food and distribute it to nearly 2,000 families. A coalition of attorneys, including those who represent TDU in the area, are helping with unemployment appeals, injunctions, police brutality and bogus criminal charges. There is a committee to talk to lenders and landlords to try to get them to hold off on bills.

These steps are important as the strikers are poorly paid to begin with and in some cases both husband and wife are on strike. But as one strike leader said, "We will never bend, and



Solidarity Day: 2,000 Teamsters and supporters from other unions and community groups rally on October 6, building support for the strike. The event was sponsored by TDU, supported by a Local 912 membership vote, and by a number of labor and community groups. Another Solidarity Day is slated for November 3.

they can't break us."

Large corporations like Green Giant and Smuckers, which are not on strike, are waiting in the wings to see what happens. There are over 50,000 food processing Teamsters in California, and if this strike is lost union-busting will spread.

If the rank and file win, in spite of their Local 912 officials, it will be a victory for unionism and democracy which TDU is fighting for in Watsonville and throughout the California cannery industry. And it will be a victory for Latino unionists who make up a large part of the Western Conference of Teamsters.

Local 912 has done next to nothing to aid the strike. Secretary-Treasurer Richard King went so far as to urge other unions not to send busses of members to the October 6 Solidarity Day march, and he failed to show up himself, while 2,000 of his members

marched. The employers have exploited his stand, and even put out forged Local 912 leaflets attacking TDU!

King has also not asked Joint Council 7 and other locals for help. And the Joint Council is apparently reluctant to funnel money through King because of reports he will not spend it on the strike.

The rank and file have found their own answer though, they have organized themselves. Recently 500 strikers met and elected a strike committee of five members from each plant. The committee hopes to meet with Joint Council 7 to appeal for help.

Meanwhile the Local 912 election is set for December. Three years ago a rank and file slate narrowly failed to unseat King, and he is reportedly already looking for a place to retire to. If you are interested in supporting the strike contact the West Coast TDU office at 408-971-1035.

Salinas, Knoxville Officers Ousted

In an election whose effects will be felt throughout California, Local 890 members voted in September to replace nearly their entire executive board. TDUers in 890 helped the victorious campaign.

The slate, led by Frank Gallegos from Basic Vegetables, won all but one of the seven positions.

Local 890 is a large local in the food processing industry, situated in the heart of the coastal growing region.

The key issues in the campaign were the size of the officials' salaries, the miserable financial condition of the local, and the quality of representation

and contracts.

In particular, members from several employers which had recently struck were unhappy with the local's running of the strikes and with the fact that they had been denied strike benefits because the local was behind in its dues to the International.

One such plant was Gilroy Foods, whose June 1984 strike was lost after 33 days on the line. A slate member from Gilroy Foods told us, "Those guys didn't do their job representing us before the strike, so they had to go."

Another winner from Gilroy Foods was Rosamaria Perez, the new recording secretary. Neither she nor any of the others on the Gallegos slate have ever held full-time office in the local before, a fact which the incumbents used as an issue during the campaign. As she put it, "We do have a lot to learn now. I guess that the members decided that honesty and a willingness to respect the members was even more important than experience."

The new 890 officials will be facing many problems. They must rebuild the staff and deal with urgent situations like the frozen food industry, which may be on strike at any time. To top it off, the ousted officials are urging the Teamster International to take over the local because of its huge debt, which they built up while in office.

Despite the problems which they face, the new officials of 890 have something big going for them. They won by organizing large numbers of the members to take control of their

own local, and if they can build on the movement which they have begun, they will be able to turn their local around and make it what it can be.

—Reprinted from *Rank and File Voice*, TDU's Teamster cannery worker newspaper

Members Vote in New Officers in Knoxville

On October 13 the rank and file of Knoxville area Local 519 elected all new officers in a sweep by the rank and file slate headed by Ryder/PIE driver Roy Rogers. Rogers received 439 votes to incumbent George Moir's 344. A third candidate got 98.

"We feel really good about it. We think the local will be better. And we think TDU will grow more in the area now," TDUer Bobby Chambers told us. A number of TDUers helped out with the campaign. "Poor representation" was the most often cited reason for the change.

The incumbents had actually attempted to kick the opposition out of the local, with the help of Joint Council 87 head Luther Watson of Nashville, who ran a kangaroo court against them. It seems dirty tricks have a way of backfiring, and they did in this case.

Elected with Rogers were Ernest Stephenson, Sec. Tres.; David Burnett, VP; James Brewer, Rec. Sec.; and Roger Brown, Henry Pickett and James Crawford as trustees.



Photo by Bob Gumpert

Local 890 member Andrea Arballo at the TDU Convention. Following a concession contract at her company, San Benito Foods, that passed with the help of an unfair vote conducted by Local 890 officials, she and other members got active by electing new stewards, forming a rank and file committee and participating in ousting incumbent 890 officials in the recent election.

TDU Meets

Los Angeles and Orange County

Sunday, October 27

12 noon

Guirado Park
5760 Pioneer Blvd.
Whittier, CA

Scranton, Pennsylvania

Sunday, November 24

3 pm

Holiday Inn
Tigue St., Dunmore, PA
(off 380 at the Tigue St. exit)

South Bend, Indiana

Sunday, November 3

12 noon

Randall's Inn
130 Dixie Way South
(1/4 mile north off the Indiana
Toll Road)
South Bend

Worcester, Massachusetts

Sunday, November 17

9 am

Elks Club
Rte. 12, Auburn, MA

Is your Chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.

Small Shops Get Behind Petition Drive

Right to Vote Movement Spreads

Democracy is strong stuff. It's an idea that everyone believes in. It's a goal that's dear to the hearts and minds of every American. We're kicking off the biggest campaign in the history of TDU—our Right to Vote petition, with this in mind.

Warning on 30-and-Out

An issue of concern about our pensions here in the Southern Conference has arisen that members should know of. I started working for UPS in 1967 but the Fund says that I officially joined in 1974, meaning I lost 7½ years toward the 30-and-out benefit.

TDU is presently investigating this, and other issues related to the 30-and-out pension benefit.

—Ron Mullis
Local 728, Georgia

News Flash

As we go to press our attorneys inform us that the Central States Pension Fund has switched its position and is now willing to accept reciprocity on the 30-and-out benefit. For example, with the Local 710 Fund. But it will depend on a similar switch on the part of 710.

If this happens it will mean that thousands of Teamsters who have changed domiciles and switched funds will be eligible for 30-and-out, as will be UPS employees who were involuntarily switched from 710 into Central States.

It also means that rank and file pressure is working! Now the same principle should be extended to all Teamsters who have been excluded from the 30-and-out benefit (such as Kroger Teamsters).

The campaign is picking up steam. It's taking us to places where TDU has never been, and we're finding out that there's a real hunger for a democratic union in all Teamster jurisdictions.

The following interview is with Florence Hunt, a member of Local 20 in Toledo, Ohio who works at Fanny Farmer Candies. Florence began distributing the petitions and signing people up in her shop of 330 people. In two days she had 170 signatures, and will have nearly 100% within the next few days. It's happening in the barns, shops and factories. It can happen in your local too.

CD: What motivated you to take on this petition for the right to vote?

FH: In the first place, I believe very strongly in democracy, and just like the petition reads, we should have the right to elect the people who are supposed to represent us. We don't have that opportunity now. I would like to see a vote—and a fair one at that.

CD: A big question that came up at our convention was, "Just how do you go to the Fanny Farmers of this union, the small shops, the factories and other miscellaneous jurisdictions?"

FH: First I asked them to look at the petition and read carefully what it said. Then I told them it would make a difference if they signed it. I told them if they believed in democracy and our basic right to vote to go ahead and sign up. I stressed that if they signed, they would be doing something good for the union, for the local and for themselves.

CD: How did people react to this? What did they say?

FH: They said if this will help to get the right to vote, and help other people and ourselves, then we'll sign it.

CD: Besides the right to vote, we'll be bringing other issues up at the IBT Convention, like getting rid of the ⅔'s rule, increasing strike benefits, and other things that apply to all Teamsters. Did this come up when the

petition was being passed around?

FH: Oh yeah. We've had problems on past contracts over the ⅔'s rule and all. It gets so you feel that you're almost dealing with the company. Most people don't understand the bad rules. In fact, they're surprised to find them out. I'm good friends with Rich Trumka, the President of the United Mine Workers. I've talked to him about some of our problems in the Teamsters. You know they had a group in the Mineworkers called Miners for Democracy, and they fought and won a lot of rights that TDU is fighting for today. So, you see, it can be done.

CD: There's an interesting thing about Fanny Farmer and a lot of the other shops like it. It seems a big majority of the workers there are women. Did you take any special approaches to that?

FH: Yes. I handed out the Linda Gregg newspaper article you sent us. The women here really like that. The only time we see anyone from the hall in Toledo is when it's contract or election time. Sometimes I get to thinking maybe we're second class Teamsters. Maybe it's because we're mostly women. Anyway, seeing the story of Linda Gregg is very encouraging, especially for us women.

CD: Did you get any bad reactions or criticisms passing out the petition?



Florence Hunt, Local 20, with her granddaughter.

FH: Absolutely not. Not one.

CD: What do you think this campaign is going to do for TDU?

FH: I first heard about TDU seven years ago. I found a Convoy in the shop, so I picked it up and started to read it. It was not only interesting, but I also really believed in what TDU was saying and doing. I found there were other people who had the same kinds of problems that we had in our shop. It was good to see how people were taking care of their problems and it gave me an idea about how to begin to solve ours. This petition drive is great. It's something everyone can do, whether they're TDU or not. If TDU can accomplish this, we're going to grow and we're going to win. We're certainly going to get what's rightfully ours.

Petition on the Right to Vote for Teamster Officers

The undersigned members in good standing of the International Brotherhood of Teamsters wish to go on record in support of the principle of the right to vote for IBT President and other International Union officers on a basis of one member, one vote; and for the right to elect all delegates to IBT Conventions in elections held in each local to precede such a Convention by a period of 90-120 days.

We authorize the presentation of this petition to the IBT Convention, the U.S. Department of Labor, the federal courts, and other appropriate agencies.

Name _____ Soc. Sec. # _____ Local Union _____ Date _____

The petition is every Teamsters' chance to have a say on the way our union is run. Support the campaign by using the coupon on page 1 to order petitions.

UPS and Downs

Elmsford UPSers Send Member to TDU Convention.

Special thanks go out to UPS Teamsters at the Elmsford center in New York for taking up a collection to make sure that TDUer Jim Reynolds could make it to the TDU Convention this year. Their collection paid for his whole trip. They should know too that Jim's input and information about how Elmsford UPSers are pulling together around firings there was helpful to other UPSers at the convention.

Challenge of the 80s Hits the Silver Screen.

UPS reportedly has a new way to communicate a familiar theme. A 17 minute film on competition in the small parcel industry is reportedly slated to hit the streets soon. Roadway Parcel is one of the stars, as is Avon and other smaller regional companies. Chances are these are bigger than real life.

Charity Doesn't Begin at Home.

An Oakland, California shop supervisor recently won a \$20,000 settlement from UPS after being forced out of his job for refusing to donate to the United Way. Striving for 100% participation in the United Way drive, Ronald Mahler's managers reportedly made his life so miserable on the job that he decided to quit. Sound familiar?

New Mexico Feeder Drivers Win Right to Follow Work.

Thanks to some hard work and unity, Tucumcari feeder drivers will now be

able to follow their work into Albuquerque, New Mexico and Amarillo, Texas, as outlined by a change of operations. The six drivers had originally been told by UPS that they would not be able to follow their jobs. Soon after, they contacted TDU and got busy distributing a petition to both UPS and freight members of Local 492. The response was strong and on September 18 the drivers were notified that the matter had been settled and that they would be able to follow their work.

In an open letter to Local 492 members, the drivers said, "We believe that the petition was a great help in showing strength and unity in our local." Now the members are setting their sights on getting the right to have monthly union meetings in the Tucumcari area (their local is based in Albuquerque). Good luck!

Incentive Plan Travelling to New Centers.

Reports of UPS' Incentive Plan have surfaced in a number of areas in recent months. UPSers in the Brandon, Florida center reportedly voted against implementation of the plan in their center several months ago. Company proposals have also appeared in Denver, Michigan, and St. Louis.

In August, Toledo Local 20 BA Bill Lichtenwald sent a letter to UPS outlining concerns about the implementation of the plan in Toledo. Among them were: "Safety of our drivers due to the fact that it would appear that to make the system work, a driver is going to have to speed up his already time studied route in order to make the system work....it would also appear that this system may lead to errors in methods and encourage drivers to skip contractual breaks."

All members should be aware that the Incentive Plan or any other change in wages is subject to bargaining, that the company does not have the right to unilaterally implement it, that the union has the right to say no or yes or negotiate over the issue. For more information on this right contact the TDU office.

Only Thing New Are the Lies

Blast: Still Around, but Fizzling

Jackie Presser has a way of dealing with any Teamster who disagrees with him and dares to do something about it. It's called "intimidation," the method used by dictators the world around and union-busters throughout history.

First comes the name-calling. "Outsiders, socialists, communists, employer-backed, Rockefeller-linked, Ralph Nader-masterminded," and more of the same. Then come the threats, such as on your job, or possibly even your safety. And then there is the goon squad method itself.

All these tactics are used by Presser's "Blast" squad ("Brotherhood of Loyal Americans and Strong Teamsters") which he set up in 1981. These are the folks who would have been on the employers' goon squad years ago, using the identical tactics, but now are on the union payroll. Blast was set up by Presser in Ohio to destroy TDU and any organized rank and file opposition to his rule.

Blast Fails

But since that time Blast has failed. TDU has grown steadily since 1981 and expanded into new areas. Blast attempted to violently disrupt the 1983 TDU Convention but, due to careful preparation by TDU, it failed. Then, in early 1984 TDU took Blast to court in Detroit. Its then-president Jim Reese dodged service and did not even answer the complaint, fearful of defending himself in open court. He is now on the union payroll as a DRIVE representative.

The case continues. Then in April 1985 the President's Commission on

Organized Crime held hearings in Chicago and subpoenaed Jackie Presser and his lieutenant and Blast sponsor Wendell Quillen (sec.-treas. of Local 957). They took the fifth amendment on all questions. They were asked specifically about the Blast goon squad, about instigating violence against members, about attempts to suppress TDU and any opposition. They refused to answer on the grounds that they would incriminate themselves. By then Blast was discredited. Its newspaper, after two issues, did not come out for a year and a half. It reappeared in the summer of 1985, reprinting various articles word for word, and presenting new lies, including a front page claiming TDU damaged a local in El Paso, Texas.

This was another fabrication, and even featured a phony photograph of an issue of *Convoy Dispatch* that was rearranged and doctored. The summer issue also stated that TDU caused a wildcat strike at a plant near Chicago, another complete fabrication and lie. Attorney Robin Potter, who was libeled in the article, has reportedly informed Blast that she will sue unless it is retracted.

Interestingly, the names of former Blast "officers" have disappeared from the paper. The only one listed now is "president" C.D. Jones of Toledo. This was presumably done to escape and limit legal responsibility. Jones has not distributed the Blast paper to his own co-workers at Roadway in Toledo, where a number of members and stewards are in TDU. Obviously these lies are for consumption far away, where members may not

know what is going on, or know as much about TDU.

The Blast newspaper is written and published by Richard Leebove (this was revealed in court), a long time follower of Lyndon LaRouche. Leebove worked in Chicago for LaRouche, writing and distributing material calling the then-Mayor of Chicago a "pinko," "Ayatollah," and "tool of Wall Street business." Sound familiar? He was then hired by IBT Vice-President Bobby Holmes of Detroit to write Blast materials.

Leebove has been written about by nationally syndicated columnist Mike Royko of Chicago, who detailed his lies, arrest record and phony journalism credentials.

Now Presser and Leebove have even turned to the religious cult commonly called the "moonies." In September 1985 Leebove planted an article in the *Washington Times*, an anti-union yet pro-Presser paper, which is published by the followers of the Rev. Sun Myung Moon. Moon was recently released from prison after serving time for tax evasion, regularly claims to be a "leader of the free world" and is probably most commonly remembered for the mass wedding in Yankee Stadium he presided over, where thousands of his disciples were married at the same time, none of whom were acquainted with each other before the ceremony.

The article in the *Washington Times* begins by claiming that after a person joins TDU, the TDU office sends people to their home to tell them Karl Marx was a great man! It goes on with the often-used theme of TDU being em-



Presser refused to answer questions regarding Blast.

ployer-funded, illegal, socialist and communist. So now we can probably expect to see the Moonies' publication along with other Blast materials.

The Truth

The truth is not hard to see, and you certainly don't have to take TDU's word for it. We just held an open convention of nearly 500 Teamsters from 32 states, with the press in attendance. We have been written about in three books, *Readers' Digest*, *Newsweek*, *US News*, *Time*, *Business Week*, and all major newspapers. TDU has been checked out by the President's Commission on Organized Crime and numerous other agencies. And all these independent observers have reported that TDU is an effective grassroots rank and file organization. None have found TDU to be any of the things that Blast claims.

But Blast doesn't aim to convince, it aims to intimidate, to discourage Teamsters from getting active. But TDU has an answer—Presser is running our union into the ground and it's time to get active to change it, make it democratic and strong. And make it a union where members will speak their minds without intimidation from goon squads like Blast. If you agree, join TDU and help make it happen.

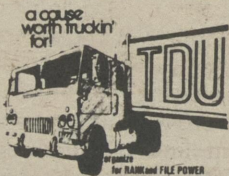
Show Your Pride in TDU

Order a TDU Jacket, Vest, Hat or Sweatshirt Today!

Getting ready for winter? Don't shop at J.C. Penney's — buy warm and durable winter wear from TDU. Get ready for winter and support TDU at the same time. We now have well-made jackets, vests, hats and sweatshirts available.

The TDU Hat is blue and white with the TDU emblem in red, yellow and blue on the front. It's made of tough, "breathable" nylon mesh, and adjusts to all sizes. Prices: \$6.50 each, \$5.00 for orders of 5 or more.

TDU Jackets and Vests are blue with the Teamster and TDU patches on the front, and "A Cause Worth Truckin' For" logo on the back. Lined jackets and vests: \$22.00. Unlined Jackets: \$17.00.



TDU Sweatshirts: This new item comes in a variety of colors and is emblazoned with the "Cause Worth Truckin' For" logo. Crew neck: \$10.00. Hooded, zipper sweatshirt: \$12.00.



Enclosed is \$_____ for:

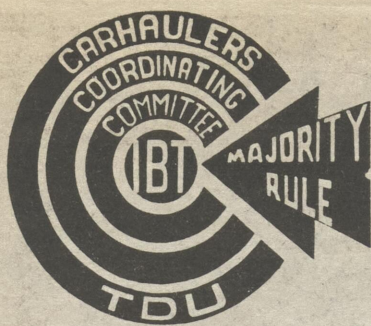
	Size	Quantity	Color	
Lined Jackets	_____	_____	_____	Name _____
Unlined Jackets	_____	_____	_____	Address _____
Vests	_____	_____	_____	City _____ State _____ Zip _____
Hats	_____	_____	_____	Mail to: TDU, Box 10128, Detroit, MI 48210
Crewneck Sweatshirts	_____	_____	_____	
Zipper Sweatshirts	_____	_____	_____	

Daily Benefit Payments for Carhaulers?

During the contract vote many members were concerned about the shift of health & welfare and pension contributions from a weekly to a daily basis. A change to the daily basis would mean members would have to work more hours to be assured of full coverage. If a member worked 60 hours in four days, he or she would still not receive a full week's pension contribution. Previously any work in a week assured a member full coverage.

When the CCC warned of this change, Brendan Kaiser, head of Janesville Local 579 asserted, "Contributions will be paid on the weekly basis as in the past." The wording in the ballot materials was: "Monthly, daily and hourly health & welfare and pension contributions shall be converted from the weekly rate increases in accordance with past practice, unless specifically stated otherwise in the supplemental agreements."

Now management in some terminals has announced payments will be *daily*. To further confuse the situation, members in Chicago Local 710 and the Janesville local have been told by the union to ignore the company letter. The National Committee reportedly discussed the question at its Florida meeting October 15-18.



Jupiter Gets Short End

When American Motors demanded that Jupiter Transportation (KAT and Dallas & Mavis) haul out of Kenosha and Toledo for 20% less they said no, and E&L picked up the traffic. Leaseway picked up eastbound traffic, but dropped the business because of insufficient traffic.

The transition has been rough for the Jupiter drivers picked up by E&L. Driving ancient equipment off E&L's fence, and subject to a probationary period, the Toledo and Kenosha drivers have been getting almost all short traffic, with outside drivers hauling the long loads. In Kenosha, E&L has refused to honor the old local rider which provided a flat rate of about \$70 for short trips into Chicago, cutting the pay on these trips to around \$50. Also, since backhauls have not yet been equalized on a loaded mile basis with terminals backhauling from Kenosha, fewer drivers have been put on there. This should improve when this provision of the contract is enforced.

TDU to Open New East Coast Office in NY

One of the exciting announcements at the TDU Convention was that TDU is opening a New York/New Jersey office. The office will be staffed on a part time basis by Sue Jennik, a lawyer who has worked with TDU members in the New York area for many years.

Jennik is leaving her position as an Assistant Attorney General of New York state, where she enforced state labor laws, to take the position with TDU. She was formerly associated with the New York labor law firm of Hall, Clifton and Schwartz, a firm well known for its representation of union reformers.

Jennik will also work part time for the Association for Union Democracy, an information and service organization for union members across the country.

TDU has two chapters in the New York area: Long Island and New York City. There are also many members in New Jersey, Connecticut and the Hudson Valley, and the office will help those members build chapters in their areas, and increase the contact among members in the region.

A regional steering committee has been set up to oversee the functions of the office, coordinate the activity of the chapters, and serve as the editorial board for the *New York/New Jersey Teamster Rank and File News*, the local TDU newsletter. The New York organizer will also provide advice and assistance to the entire northeast, including chapters in New England,

Carhaul Notes

Ancillary Charges Cutting Income

Carhaul owner-operators in several areas are facing a new push from management to reduce their income through the device of "ancillary" charges. Drivers are paid 65% of the revenue to pay for their labor, their tractor, plus fuel and maintenance. The contract defines gross revenue as "total tariff proceeds received by the carrier exclusive of all arbitrary and ancillary charges which are justified."

If employers can deduct ancillary charges from the gross revenue, then their total take on each load goes up and the income of owner-operators goes down. For years many companies have operated without such deductions. But in some cases, especially Fleet Carriers in Pontiac, management uses excessive and unjustified charges to increase their profits. After the union totally failed to protect Fleet drivers from an increase in the charge from under \$10 to over \$130 for each heavy truck hauled, the drivers initiated a lawsuit with the assistance of TDU attorney Ellis Boal.

The basic problem is that the union has failed to enforce the contract, which requires justification for any charge not covered by the 35% that the companies already receive. Better yet, they should have insisted this loophole be removed from the contract.

When Local 710 drivers in Chicago were switched to CCI, they found an extra \$3.41 deducted for each unit.

Since they haul many local loads, it is not unusual to haul fifteen loads a week. At eight units each for 50 weeks in a year, CCI got an extra \$13,325 that previously had gone to each driver.

A grievance challenging the justification for the deductions was postponed twice by the Milwaukee grievance panel, supposedly pending implementation of the new contract. After the contract was passed, the committee simply refused to hear the grievance.

Carhauleders Set Plans

continued from page 12

our locals asking for sanction and support from the International for such efforts.

• **Making the Grievance Committees More Accountable.** The recent negotiations revealed a fundamental breakdown in the present Teamster organization. The leaders of the negotiating committees were the same men who have been appointed to oversee contract enforcement as union co-chairs of the grievance committees.

During the previous contract these officials agreed to massive takeaways on new hire pay and the running mile. In their role as negotiators these officials ignored many proposals submitted by dozens of locals. Before contract expiration they put the members into a completely defensive position, recommending a first offer which was an employers' wish list of takeaways.

It took an 81% no vote and a three week strike to partially repair the damage the negotiators had done. Now these same officials will be in charge of enforcing the new contract. Hopefully, our contract vote and strike will make both management and union officials think twice before riding roughshod over our rights.

Because the union co-chairs are appointed from above, there is no feedback or accountability between the members and these officials. Indeed, there are officials who have served for years on our grievance and negotiating committees and have never attended a single local union meeting of carhauleders.

Many BAs complain about the grievance committee co-chairs and blame them for everything that goes wrong. But since the BAs play no role in choosing the co-chairs, they can evade responsibility for the committees' functioning.

Therefore, the carhaul meeting agreed we would formulate a proposal for the election of the union co-chairs with each local voting the number of carhauleders represented by it. We will ask our locals to support this idea and officially submit it to the International Executive Board. If it is not implemented by next May, we will ask our locals to raise the issue at the IBT Convention in Las Vegas.

We will also propose that those selected as union co-chairs be required to attend at least six local meetings in the jurisdiction each year.

• **Organizing of Non-Union Sections.** The three week carhaul strike had a

In the east, NuCar owner-operators have filed a grievance against a new charge of \$2.50 per car.

One thing is certain—until the union restricts this practice, the companies have no reason to stop ripping off their owner-operators.

At the Carhaul Coordinating Committee meeting at the TDU Convention it was decided to take a survey of existing practices on ancillary charges and to explore what legal action may be possible.

strong impact because Teamster carhauleders stood solid and because our industry remains highly unionized. But the strike also revealed some weaknesses which should be corrected. The most serious problem is in the driveway section of the industry and this affected the settlement Teamsters in driveway got in the contract. There are also some areas where rail loading and even yard work is being undercut. Finally, there are small pockets of non-union truckaway which need to be cleaned up.

CCC will prepare and circulate a questionnaire to determine the problem areas and then submit to the International Union a specific proposal for an organizing drive utilizing experienced members of the craft along with professional organizers.

It was also agreed to survey the situation facing owner-operators on ancillary charges (see separate article).

• **Building the CCC Network.** Carrying out these and other tasks in the coming year will take the input and support of carhaul Teamsters. Our Detroit office has received many letters and calls expressing carhaul Teamsters' appreciation for the information and coordination provided by our office and our network of members across the country. TDU membership among carhauleders has increased dramatically in several areas.

CCC members are very proud of the contributions we have made to strengthening our union in carhaul. We have been working on it since 1976—in good times and bad. Besides demonstrating the value of a nationwide information network to build solidarity, the 1985 contract campaign also revealed a problem which must be solved if we are to keep doing the job. In some areas where members gobbled up our regular contract bulletins, it is also assumed that the CCC will always be there with information when management and our union officials try another takeaway. Or that TDU will always have the \$10,150, which is what was spent on the most recent campaign.

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office, call (408) 971-1035; or write TDU, PO Box 8548, San Jose, CA 95155.

Speech from TDU Convention

"Till the Rank & File Run the Union"

Reprinted here is a speech delivered by Bill Slater at the opening session of the 1985 TDU Rank and File Convention, which we feel captures the spirit of TDU, conveyed by a man who has lived a lifetime of union ideals and action.

A Teamster for over 30 years in the San Francisco Bay Area, Bill Slater recently retired. He has been a member of TDU since 1977, and in both 1979 and 1982 was overwhelmingly elected Vice President of Local 468.

To begin, I am sure that most of you are relieved to know that we now have a Teamster leader who is free from any prosecution as concerns his use of union funds to pay ghost employees—thanks to President Reagan and Mr. Meese. You know for years I would not believe my wife's contention that the Teamsters Union was not the only governing body infiltrated by the mafia. She has my apology.

Probably the most shameful part of this whole Presser-Gate affair is the blatant hypocrisy demonstrated by President Reagan and his top law enforcement officer Edwin Meese. Both talk tough about fighting crime and piously pontificate about putting morality and prayer back in our public schools, and then allow a man who embezzles workers' money to get off scot-free. It seems to me that the very least they could have done was require the culprits to return the stolen money.

The Roots of True Unionism

True unionism means many things to me. It has meant a decent wage and working conditions improved, hospital and compensation benefits, paid holidays and vacations, and a standard eight-hour day with overtime after that. It has provided at least a

modicum of protection against hazardous working conditions and arbitrary firings, and has meant that my wife and I have been able to retire with dignity because real unions forced the corporate establishment to distribute the nation's wealth in a more equitable manner.

True unionism has also brought about improved social conditions, such as social security, unemployment insurance and disability pay. For these and many other benefits I am grateful to the real unionists who made it all possible through their sacrifices during the 1930s and 1940s. Sadly, most workers today, both union and non-union, feel that these benefits came about like their citizenship. They think that they were born with them.

The truth is that most of them came about in the last 45 years. Before that many workers did not appreciate holidays because it meant the loss of a day's pay. And if they did work it was for straight time, and the starting time was when the boss said to be there and you stayed as long as he needed you. To protest or not show up meant the loss of your job, and there was no recourse because the grievance procedure was operated solely by the boss. He could fire and hire at his own discretion, vacations were for management people—few people got them and fewer had them paid for. My fear now is that with a president like Reagan and a union leader like Presser we will soon be back in those dark ages.

In closing, let me say that we can not complain about the election of Reagan. He was duly elected by a majority of those voting. But we certainly have a right to complain about Presser, who has never been elected to anything. And there lies the reason for TDU's existence. It is up to us to put the democratic process back into the

International Union.

Tough and Dedicated

We have come to this convention to learn and find ways to instill some of that old time, real unionist spirit into the rank and file, so that they may better prepare themselves to fight off the onslaught of the right wing anti-unionism that is now sweeping the country. We must be able to communicate to our brothers and sisters that the only guarantee of a decent living and social justice lies in democratically organized unions. And, my friends, the difference between a democratic union and organized slavery may very well be seated in this room.

Great movements do not suddenly appear out of thin air. They are generally the collective thoughts of a few people that are nurtured and brought to fruition by a handful of believers. There may be some who will say that we are not yet a great movement. That may be so, but there can be no doubt that we are a tough, dedicated and tenacious movement.

On our tenth convention we have proven to Presser and all the others that we are here for the long haul. That despite all the red-baiting, and all the intimidation, despite all the lies and distortions put out by Presser's front man Lyndon LaRouche, despite Jim Reese and his Blast bully boys we are still here and bigger and stronger. And we intend to keep on growing until the rank and file, who are the union, run the union.

May I leave you with the words of the great black abolitionist Frederick Douglass; "If there is no struggle, there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground,

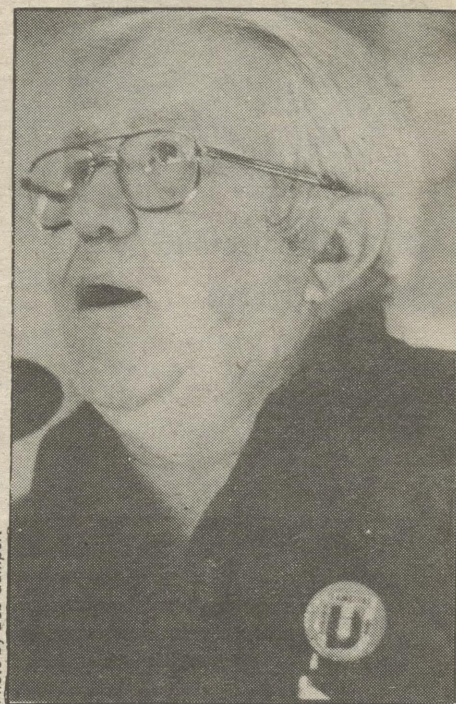


Photo by Bob Gumpert

Bill Slater.

they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found the exact measure of injustice and wrong which will be imposed upon them and these will continue till they are resisted with either words or blows or with both. The limits of tyrants are prescribed by the endurance of those whom they oppress....Men may not get all they pay for in this world, but they must certainly pay for all they get."

Thank you.

Effective Follow-up to Contract Stressed

Carhaulers Meet to Set Plans for Future

Carhaulers from every section of the country and the industry held two special meetings at the TDU Rank and File Convention. Besides getting acquainted and exchanging news from all areas, the Carhaulers Coordinating Committee (CCC) of TDU discussed some of the serious problems facing carhaulers. A number of constructive proposals were adopted to carry back to our local unions.

Carhaulers are also all too familiar with the problems caused by an International Union leadership that is not responsive or accountable. Early reports from carhaulers circulating the petition for the Right to Vote for International Officers indicate carhaulers will be well represented in this effort. Carhaulers are also in a great position to spread this campaign to Teamsters in other areas of the country on the CBs and in the truckstops. Call TDU today to get petitions and special brochures.

Other plans discussed at the Convention were:

- **Stewards Coordination to Beat Management Whipsaw.** As concentration of the industry into a few giants increases, the need for coordination among terminals becomes more urgent. We will certainly see more efforts to whipsaw terminals against each other now that we have the right to vote on new competitives. Unfortunately, top union officials and many BAs want to monopolize communications. They have quashed past efforts of stewards to communicate officially and systematically. So while management conducts regular meetings and conference calls, our stewards operate without the chance to coordinate efforts and to compare notes and learn from each other.

The carhaulers present agreed that we will support the organization of stewards and will propose motions in

continued on page 11

WHY?

Why haven't you joined the organization that is doing so much for our union? The bottom line is that we need your support. Don't put it off—Join TDU today.

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____
Area Code

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)